

JOINT LEGISLATIVE OVERSIGHT COMMITTEE

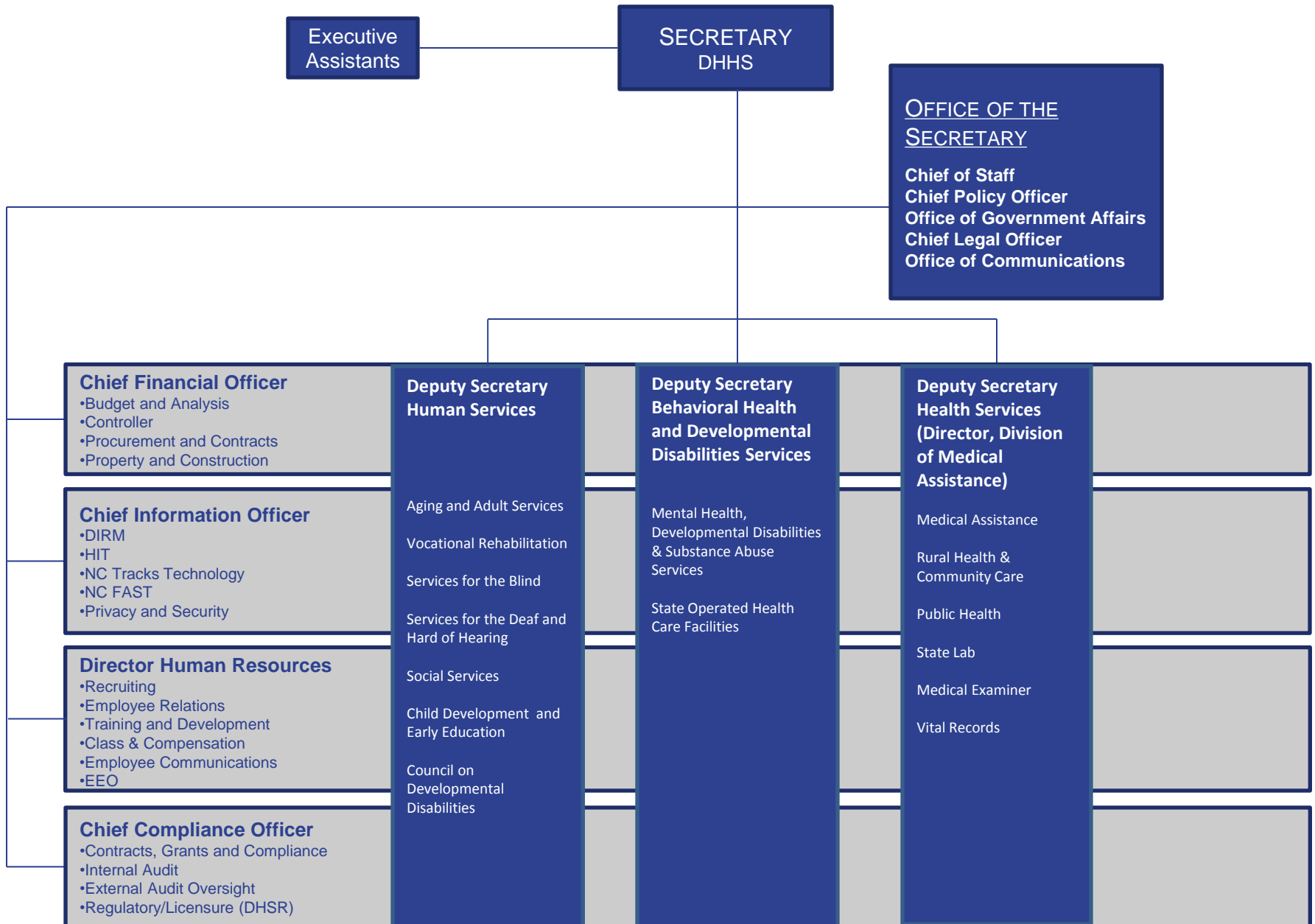


DHHS Restructuring Initiatives

Secretary Aldona Wos, M.D.

September 9, 2014

DHHS Organizational Structure



JOINT LEGISLATIVE OVERSIGHT COMMITTEE



DHHS Staffing Update

Mark Gogal

Status of Staffing at DHHS

September 9, 2014



HR Staffing Improvements

- **Obtained salary flexibility for Medical/Allied Health Positions (2013)**
- **Streamlined internal DHHS recruitment/salary administration processes to accelerate hiring decisions**
- **Filled hard to recruit positions in critical areas such as Medical Examiner's Office and key specialists positions in state operating health care facilities**
- **Improved collaboration with Office of State Human Resources on salary and classification actions**



Continuing Staffing Barriers

- **Employee salaries are still behind applicable external market rates**
- **Changing skill set/competency needs due to technology and programmatic changes**
- **Total staffing/hiring process (including required approval from other agencies) still too long**
- **Continued double digit turnover rate**



Additional Opportunities for Improving Staffing Levels

- **Salary administration flexibility for IT positions** (recent legislation in 2014/2015 Budget could assist in addressing this need)
- **Additional delegation of authority from the Office of State Human Resources (OSHR) for specific job classifications**
- **Targeted strategic recruitment within DHHS and with OSHR for key hard to fill positions and challenging technical roles**



New Actuary Positions

- **DHHS was granted by Legislature in 2014/2015 Budget two new Actuary positions to focus on Division of Medical Assistance**
- **Positions are posted**
- **Anticipate beginning the interviewing process late September**